

Message Text

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ACTION AF-10

INFO OCT-01 ISO-00 EB-08 SIL-01 LAB-04 COME-00 SP-02

H-01 CIAE-00 INR-10 NSAE-00 TRSE-00 OMB-01 SSO-00

INRE-00 /038 W

-----102040 031034Z /11

O P 030750Z MAR 78

FM AMCONSUL JOHANNESBURG

TO SECSTATE WASHDC IMMEDIATE 7342

INFO AMCONSUL CAPE TOWN PRIORITY

AMCONSUL DURBAN

LIMITED OFFICIAL USE SECTION 1 OF 2 JOHANNESBURG 0550

E.O. 11652: N/A

TAGS: ELAB, EINV, SF, US

SUBJECT: EMPLOYMENT PRACTICES SURVEY: STATUS REPORT

REF: STATE 52243

1. THIS MESSAGE IS A SUMMARY OF THE STATUS OF THE CURRENT EMPLOYMENT PRACTICES SURVEY OF A SAMPLE OF U.S. ASSOCIATED FIRMS IN SOUTH AFRICA TO BE USED IN RESPONSE TO CONGRESSMAN DIGGS' REQUEST.

2. THE CURRENT EMPLOYMENT PRACTICES QUESTIONNAIRE IS BASED ON A SAMPLE OF 41 FIRMS IN WHICH U.S. COMPANIES HAVE A SUBSTANTIAL DIRECT CAPITAL INVESTMENT AND IS DRAWN FROM THE CONSULATE GENERAL'S MAY, 1976 LIST OF AMERICAN FIRMS, SUBSIDIARIES, AND AFFILIATES IN SOUTH AFRICA. IT IS STRATIFIED BY SIZE, GEOGRAPHIC DISTRIBUTION AND TYPE OF ECONOMIC ACTIVITY. PARTICIPATION IS VOLUNTARY.

3. THE FIRMS WHICH HAVE RETURNED THE COMPLETED QUESTIONNAIRE, FOLLOWING VISITS BY THE REGIONAL LABOR OFFICER AND/OR CONSULS GENERAL AND OTHER CONSULAR OFFICERS FROM CAPE TOWN, DURBAN, AND LIMITED OFFICIAL USE

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JOHANNESBURG, ARE: STERLING DRUG, CORN PRODUCTS, MEASUREX, GENERAL ELECTRIC, COLGATE PALMOLIVE, AND NATIONAL CASH REGISTER.

4. FIRMS WHICH HAVE BEEN VISITED, RECEIVED THE QUESTIONNAIRE AND ARE PREPARING REPLIES REQUESTED BY APRIL 15, ARE:
LILLY LABORATORIES, H.H. ROBERTSON, INTERNATIONAL HARVESTER, JOHNSON AND JOHNSON, FORD, GENERAL MOTORS, FIRESTONE, GOODYEAR,

CARBORUNDUM, BERKSHIRE INTERNATIONAL, BORG-WARNER, PYOTT, PARKER PEN, AND RHEEM.

5. THE FOLLOWING FIRMS HAVE RECIEVED THE QUESTIONNAIRE AND APPOINTMENTS HAVE BEEN SCHEDLED OR ARE PENDING: GILETTE, CONTROL DATA, CARLTON PAPER, ELECTRODE (UNION CARBIDE), SUPERSONIC RADIO, CHICAGO BRIDGE AND IRON, S.C. JOHNSON AND SON, AND PFIZER. CALTEX, MOBIL, BECKMAN INSTRUMENTS, AND THE TSUMEB CORPORATION WILL RECEIVE THEIR QUESTIONNAIRES WHEN APPOINTMENTS ARE SCHEDULED SHORTLY.

6. THE FOLLOWING FIRMS HAVE DECLINED TO PARTICIPATE IN THE SURVEY:

A) BLUE BELL WRANGLER (U.S. MANAGEMENT DECISION);

B) PLAYTEX (DOES NOT BELIEVE IT CAN RESPOND WITHOUT THE PERMISSION OF THE SOUTH AFRICAN GOVERNMENT AND NOT INCLINED TO SEEK SUCH PERMISSION);

C) ANDERSON, CLAYTON AND HUNT (FIRM IS DOMANT AND HAS NO CURRENT EMPLOYEES);

D) CONSOLIDATED GLASS (U.S. AFFILIATE OWENS-ILLINOIS HAS ONLY 20 PERCENT EQUITY AND NO MANAGEMENT CONTROL);

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E) PRICE WATERHOUSE (U.S. ASSOCIATE OF SAME NAME HAS NO EQUITY AND NO AUTHORITY OVER INTERNAL MANAGEMENT OF S.A. FIRM).

7. THE FOLLOWING FIRMS HAVE RECEIVED THE QUESTIONNAIRE BUT ARE CHECKING WITH U.S. MANAGEMENT OR STILL CONSIDERING LOCALLY WHETHER TO PARTICIPATE: OAK INDUSTRIES, CARNATION, FIBERGLASS, AND MINE SAFETY APPLIANCES.

8. CHANGES IN DRAFT QUESTIONNAIRE: EXCEPT FOR THE FOLLOWING QUESTIONS, WHICH HAVE BEEN MODIFIED IN RESPONSE TO THE DEPARTMENT'S SUGGESTIONS AND COUNTRY TEAM DECISIONS, THE QUESTIONNAIRE IS IDENTICAL TO THAT SUBMITTED UNDER COVER OF 77 JOHANNESBURG A-88:

QUESTION 9 NOW READS:

"WHAT WAGE INCREASES HAVE BEEN GIVEN OVER THE LAST FIVE YEARS? PLEASE GIVE AMOUNTS BY YEAR."

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FM AMCONSUL JOHANNESBURG
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QUESTION 11 NOW READS:

"HAVE ANY 'NON-WHITES' MOVED INTO POSTIONS FORMERLY
LIMITED TO WHITES? IF YES, WHICH JOBS WERE INVOLVED?
HAVE PRODUCTIVITY, EFFICIENCE AND COSTS BEEN AFFECTED?"

QUESTION 12 NOW READS:

"WHAT IS THE POLICY AND UNDERLYING RATIONALE IN YOUR
FIRM WITH REGARD TO COLOREDS, INDIANS AND BLACKS IN
SUPERVISORY POSITIONS?

QUESTION 13 NOW READS:

"DOES YOUR FIRM HAVE ANY IN-SERVICE TRAINING FACILITES
AIMED AT IMPROVING THE OCCUPATIONAL SKILLS OF COLOREDS,
INDIANS AND BLACKS? IF SO, COULD YOU GIVE DETAILS:

- A) TRAINING TO IMPROVE PERFORMANCE ON THE JOB?
- B) TRAINING FOR NEW WORKERS/NEW JOBS?"

QUESTION 19 NOW READS:

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"DO YOU HAVE A MEDICAL INSURANCE SCHEME FOR ALL EMPLOYEES?
IF YES, IS IT SEGREGATED? WHAT PERCENTAGE OF YOUR

BLACK EMPLOYEES PARTICIPATE?"

QUESTION 21 NOW READS:

"DOES YOUR FIRM OFFER EMPLOYEES HOUSING LOAN FACILITIES?
IF YES, HOW MANY BLACKS HAVE BENEFITED FROM IT?"

QUESTION 23 NOW READS:

"HOW ARE YOUR EMPLOYEES REPRESENTED? ON WHOSE INITIATIVE
WAS THE REPRESENTATIVE INSTITUTION CREATED?"

QUESTION 26 NOW READS:

"WOULD YOUR COMPANY BE WILLING TO ISSUE A PUBLIC STATEMENT
INDICATING IT WILL NOT PENALIZE BLACK WORKERS FOR
JOINING A UNION OR FOR URGING OTHER WORKERS TO JOIN OR
THAT IT WILL RECOGNIZE A UNION WHICH REPRESENTS A
CERTAIN PERCENTAGE OF THE BLACK WORK FORCE?"

QUESTION 27 NOW READS:

"ARE YOUR CANTEENS/TOILETS/OFFICES INTEGRATED?"

QUESTION 28 NOW READS:

"DO YOU OFFER EMPLOYEES, INCLUDING BLACKS, ANY LEGAL
ASSISTANCE?"

QUESTION 29 NOW READS:

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"IS YOUR FIRM ENGAGED IN ANY COMMUNITY ACTION PROGRAM,
PARTICULARLY WITH RESPECT TO BLACKS NOT NECESSARILY
EMPLOYEES OF YOUR COMPANY?"

9. COMMENT: BASED ON THE INTERVIEWS WHICH HAVE BEEN CONDUCTED,
THE RESPONSES OF MOST FIRMS SAMPLED HAVE BEEN ENCOURAGING AND
COOPERATIVE. WHILE SEVERAL MANAGING DIRECTORS HAVE EXPRESSED
CONCERN THAT DATA SUBMITTED TO THE CLARK SUBCOMMITTEE, PAR-
TICULARLY WITH RESPECT TO MINIMUM WAGE SCALES (PP. 105-109),
WAS INCORRECTLY INTERPRETED, THERE HAS BEEN GENERAL RECOGNITION
OF OUR MUTUAL NEED TO ASCERTAIN THE EXTENT OF PROGRESS IN
EMPLOYMENT PRACTICES AND AREAS IN WHICH FURTHER IMPROVEMENTS
CAN BE MADE. ASSURANCES HAVE BEEN GIVEN THAT INFORMATION
PROVIDED BY THE FIRMS WILL NOT BE RELEASED WITHOUT THE COM-
PANIES' PERMISSION. IN ADDITION TO THE SUBJECT SURVEY, MOST
FIRMS SAMPLED HAVE ALSO RECEIVED QUESTIONNAIRES RECENTLY FROM
THE S.A. SUNDAY TIMES AND THE REV. SULLIVAN. WE UNDERSTAND

FROM THE DIRECTOR OF THE AMERICAN CHAMBER OF COMMERCE THAT STILL
ANOTHER QUESTIONNAIRE, OF ITS OWN, IS IN PREPARATION WHICH WILL
HAVE SIMILAR OBJECTIVES.
JOHNSON

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